



**United States Department of Justice
Executive Office for Immigration Review
Office of the Director
Equal Employment Opportunity Program**

*5107 Leesburg Pike, Suite 1905
Falls Church, VA 22041*

EEO POLICY

All employees of EOIR are protected by federal laws that prohibit discrimination. It is the policy of EOIR to prohibit discrimination based on race, color, religion, sex, age, national origin, disability (physical or mental), genetic information, sexual orientation*, gender identity*, reprisal, status as a parent*, or any other non-merit factor. EOIR is committed to the principle that each individual has the right to work in a professional atmosphere that values diversity, promotes equal employment opportunities, and prohibits discrimination and harassment. EOIR is also committed to ensuring that its recruitment, selection, and promotion processes are based on merit, ability, and potential.

Any employee or applicant who feels he or she has been discriminated against in an employment matter has the right to pursue a complaint of discrimination. Employees who wish to file a complaint of discrimination and preserve their legal rights must contact the Equal Employment Opportunity (EEO) Office within 45 calendar days of the occurrence of the alleged discrimination. To obtain information or file a complaint, individuals should contact the EOIR EEO office. Employees covered by a collective bargaining unit should review the provisions of their respective collective bargaining agreements to ascertain whether allegations of discrimination may be raised in a negotiated grievance procedure. If so, the employee may elect to file either a complaint with the EEO office or a grievance in accordance with the procedures outlined in the collective bargaining agreement, but not both.

EOIR managers and supervisors are reminded of their responsibility to prevent, document, and promptly take action to address harassing conduct in the workplace. Employees are encouraged to report acts of harassment to their supervisors, the EEO office, and/or the EOIR Prevention of Sexual Harassment Coordinator.

Andrew H. Press, EEO Director, (b) (6)

Alita J. Taylor, EEO Specialist, (b) (6)

Tynette A. Pierre, EEO Specialist, (b) (6)

Christina N. Floyd, EEO Specialist, (b) (6)

Sexual Harassment Prevention Coordinators:

Brea Burgie: (b) (6)

Brianna Evans: (b) (6)

** Complaints filed on the basis of sexual orientation, gender identity, and status as a parent will be processed in accordance with internal DOJ regulations and do not include the right to an EEOC hearing or to file a civil action.*